

**Council on Postsecondary Education
Committee on Equal Opportunities
June 19, 2006**

Institutional Campus Environment Team Report

The Campus Environment Teams (CET) are a component of the Partnership Agreement and *The Kentucky Plan for Equal Opportunities in Postsecondary Education*. In accordance with Commitment A.3.h of the Partnership, each university in Kentucky pledged to establish a CET. CETs are responsible for addressing campus and community issues with the goal of improving the campus climate for minority students. The teams also are charged with supporting student organizations that enhance the co-curricular experiences of African American students, faculty, professional staff, and administrators.

The CETs accomplish their work by identifying concerns, identifying programs to address them, and offering recommendations for improvement to the president. The CEO recognizes institutions that are successful in creating positive, nurturing environments for African American students, staff, faculty, and administrators.

The CEO requests each university annually to report the activities of the CET from the previous year. A report format identifying the report components was developed and issued to institutions in 2004. Each CET is asked to report on the following duties:

- 1) Identify charge or mission of the CET.
- 2) Identify the CET's goals and objectives.
- 3) Identify measures used by the CET to determine its success.
- 4) Identify actions taken to improve the performance of the CET.
- 5) Identify action taken by the institution to improve the environment for African American students, faculty, and professional staff.
- 6) Hold regularly scheduled open meetings on campus to allow students, faculty, and professional staff to communicate their concerns.
- 7) Advertise the dates, times, and locations of the CET meetings.
- 8) Evaluate the effectiveness of programs or services for African American students, faculty, and professional staff.
- 9) Forward the status of recommendations of the CET to the president and the board of regents or trustees.

At the time of the mailing of the CEO agenda, seven universities had submitted a 2005 CET report.

The reports contained information on CET initiatives and strategies from January 1, 2005, through December 31, 2005. Two reports highlighted changes in team

membership and identified innovative and progressive initiatives and strategies as a result of either a change in administration or an increased focus on diversity.

Six of the seven universities identified a charge or mission, listed goals and objectives, and highlighted actions and activities performed by the teams. Additionally, the universities identified programs and strategies developed by their respective institution to improve the campus environment. Four institutions indicated that regular scheduled meetings were held, however, only two institutions post or advertise dates, times, and locations of meetings. The remaining reports did not address posting this information.

Each report acknowledged that actions are taken by their institution to improve the environment for African Americans, in addition to evaluating programs and services offered to students, faculty, and staff to determine their overall effectiveness. In addition to the requested information, each report provided information that demonstrates the universities' commitment to enhance diversity, for example, CET retreats, diversity conferences and workshops, diversity award banquets and programs, and special funding initiatives developed for the exclusive purpose of recruiting, retaining, and supporting African American students, faculty, staff, and administrators.

Murray State University, the University of Kentucky and Western Kentucky University administered diversity and campus climate surveys to gather information about the perceptions and experiences of students, faculty, staff, and administrators. The Campus Climate Task Force, at Northern Kentucky University, discussed surveying members of the university community to establish the quality of the learning environment, as well as determine how the campus climate may be impacted. Morehead State University's Diversity Implementation Team hosted a campus wide forum to apprise campus constituents of actions that have been, or are to be taken, to advance its diversity plan; and the CET at Eastern Kentucky University collaborated with the Diversity Office and the Office of Multicultural Student Affairs to sponsor a campus wide Unity Fest. The University of Louisville noted that current and former members of their CET are included in their Rapid Response Team (RRT), a group assembled to promptly address serious issues or concerns. Furthermore, an African American was appointed to their largest academic unit, Arts and Sciences, as Dean.

The CET reports presented institutional responses to issues raised by the university community or the CEO following campus visits and identified completed projects as well as projects that will be implemented during the coming year.

A summary of the CET activities and initiatives is attached. The full reports submitted by the Campus Environment Teams are available for review. University representatives will be available at the June 19 meeting to respond to questions.

Summary 2005 Campus Environment Team Reports

DUTIES OF THE CET	EKU	KSU	MoSU	MuSU	NKU	UK	UofL	WKU
Identify Charge or Mission	X		X		X	X	X	X
Identify Goals and Objectives			X	X	X	X	X	X
Use of Measures to Determine Success of CET						X	X	X
Actions Taken to Improve Performance of CET	X		X	X	X	X	X	X
Actions Taken by Institution to Improve Environment for African Americans (students, faculty, staff)	X		X	X	X	X	X	X
Held Regular Scheduled Open Meetings for University/ Public to Communicate Concerns	X		X				X	X
Advertised Dates, Times, Locations of CET Meetings							X	X
Evaluation of the Effectiveness of Programs/Services for African Americans (students, faculty, staff)	X		X	X	X	X	X	X
Status of Recommendations of the CET to the President/ Board of Regents/ Trustees	X		X	X	X	X	X	X
Total CET Members	30		8	?	19	17	25	24
Student Members	?		0	?	1	2	3	3
Other Diversity Initiatives	X		X	X	X	X	X	X